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ABSTRACT

This study presents information on instructional staffing in the Los Angeles Community College District in a format that facilitates the development of staffing standards appropriate to specific disciplines or program areas. This year's study compares Fall 1996 staffing levels in three different ways: (1) data on Full-Time Equivalent Faculty (FTEF) per Weekly Student Contact Hour (WSCH) are arrayed by discipline or program area permitting comparisons across colleges in each area; (2) selected highest previous District averages within each program area from the period since 1981 are presented for historical comparison; and (3) highest state averages within each program area from the period from 1988 to 1993 are also shown where available so that comparisons with other community colleges can be made. In all but two area groups, the Fall 1996 District average WSCH/FTEF was below previous District averages. In most cases all of the colleges in Fall 1996 were below previous District averages within each program area and generally were below state figures. In the three largest program areas, English, Math, and Social Sciences, the District average WSCH/FTEF had fallen from the previous high average by 17 percent, 16 percent, and 22 percent respectively. Across all program areas, 326 less hourly-rate FTEF might have been expended if previous averages were preserved. (JL)

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FALL 1996 COMPARATIVE STAFFING STUDY

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EXECUTIVE SUMMARY

The *Comparative Staffing Study* presents information on instructional staffing in the District in a format which facilitates the development of staffing standards appropriate to specific disciplines or program areas. This year's *Study* compares Fall 1996 staffing levels in four different ways.

1. Data on Full-Time Equivalent Faculty (FTEF) per Weekly Student Contact Hour (WSCH) are arrayed by discipline or program area permitting comparisons across colleges within each area.
2. Selected highest previous District averages within each program area from the period since 1981 are presented for historical comparison.
3. Highest state averages within each program area from the period from 1988 to 1993 are also shown where available so that comparisons with other community colleges can be made.

In all but two area groupings shown in this *Study*, the Fall 1996 District average WSCH/FTEF was below previous District averages. In most cases **all** of the colleges in Fall 1996 were below previous District averages within each program area and generally were below available state figures.

In the three largest program areas, English, Math and Social Sciences, the District average WSCH/FTEF had fallen from the previous high average by 17%, 16% and 22% respectively. In general less hourly-rate FTEF would have to have been scheduled if the previous high District averages were to have been maintained.

Across all program areas, 326 less hourly-rate FTEF might have been expended if previous averages were preserved. These are, of course, maximum estimates since individual programs at the college level seldom have the complete staffing flexibility necessary to maintain high class sizes in the face of declining enrollment.

INSTRUCTIONAL STAFFING IN COMPARATIVE PERSPECTIVE

Since its enrollment peak of over 137,000 students in Fall 1981, the Los Angeles Community College District has declined to a Fall 1996 level of approximately 100,000 students. Student Full-Time-Equivalents (FTES) have declined from almost 85,000 in 1981/82 to approximately 68,000 for 1996/97.¹ Changes in enrollment have largely mirrored that of the state as a whole, though the fluctuations have been more extreme in the Los Angeles District. Like the District, state-wide enrollment plummeted in the mid 1980's and then rebounded in 1991 before beginning another more moderate decline through 1995. For the state, the 1991 figure was an all-time high, but Fall 1995 enrollment still marked an overall decrease of over 8% since 1981.²

Faculty in the District have been reduced from a high of 2,800 full-time equivalents in Fall 1980, the earliest point at which figures for all faculty are available, to a little more than 2,000 in Fall 1996. This change has produced considerable variation in student to faculty ratios from program to program and among the colleges across the same program area. Consequently there is an enhanced need for benchmarks to guide instructional staffing decisions. This study provides data for the establishment of such benchmarks by comparing Weekly Student Contact Hours per FTE faculty (WSCH/FTEF) by instructional area across the District and the state.

WSCH/FTEF figures tend to display the same high level of variation as illustrated in Figure 1. During the period since 1975, District WSCH/FTEF has ranged from a high of 527 in 1975 to a low of 415 in 1984 and 1985, with a Fall 1996 figure of 432. The state-wide ratio has bounced between a high of 531 in 1975 to a low of 456 in 1984. The District average for the whole period has been 465; for the state the average has been 488. The District WSCH/FTEF was consistently below the state-wide number until 1991, when it exceeded that figure slightly. During most of the earlier period the District average was closest to the state small college figure, though five of the LACCD institutions would qualify as large according to the state scheme.³

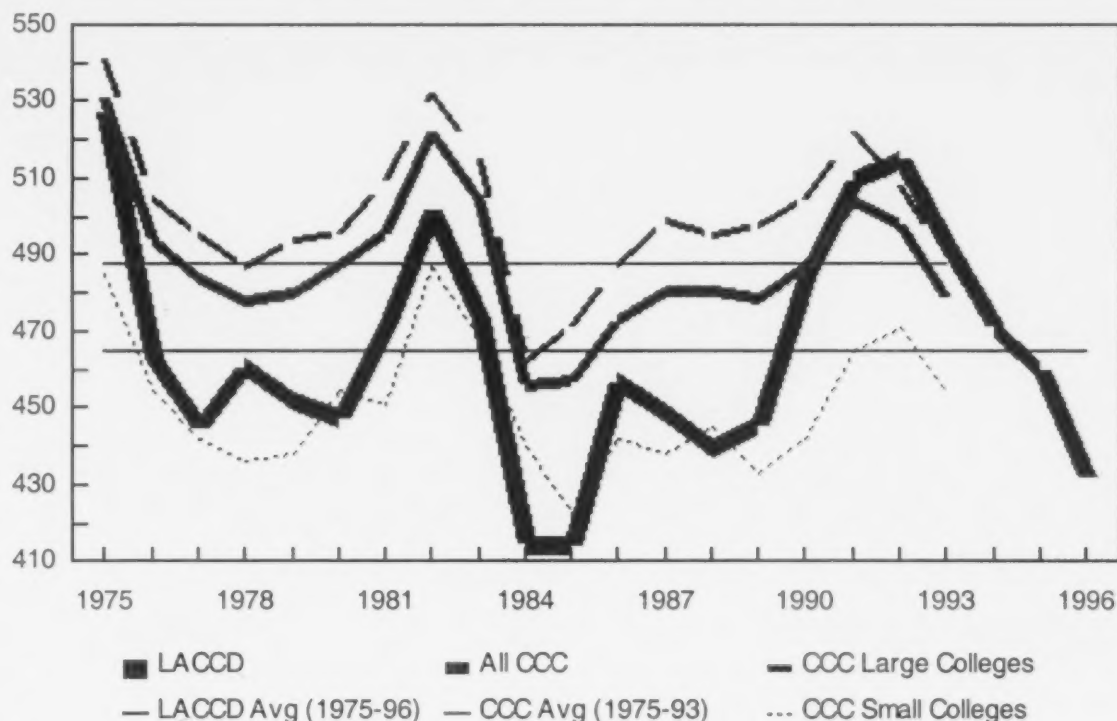
Periods of improvement in District WSCH/FTEF have been accomplished primarily by increases at those colleges that had a lower rate in the past. Between 1986 and 1992, the gap between the college

¹Calculation of student enrollment in terms of Student Full-Time Equivalents (FTES) began only with the 1987-88 academic year. Prior to that time the unit of enrollment weighted by contact hours was Average Daily Attendance which used a slightly different calculation formula. FTES for the earlier years has been estimated using the average ratio of ADA to FTES for the four years where there was overlap. By this same estimation procedure, FTES would have exceeded 100,000 for the 1975-76 academic year.

²Changes in enrollment for both the District and the state are traced in detail in the *Annual Information Digest, Los Angeles Community Colleges, 1995-1997*, Office of Research and Planning, Los Angeles Community College District, June 1997, Tables 1.1, 1.2 and 2. Faculty FTE figures for the District are reported in the series of *Department/Division Data Books* also published by the Office of Research and Planning and in other listings of the Decision Support System.

³State-wide data and figures for the District prior to 1981 are from the series *President's Study of Teaching Loads*, Association of California Community College Administrators. The President's Load Study unfortunately ceased publication with the 1993 cycle. However, The older data does continue to provide relevant benchmarks both at the institution and program levels since more recent figures, if available, would probably be lower than those reported through 1993. It would also seem likely that the LACCD average has again fallen below that of the state, given the fairly precipitous drop in the District's WSCH/FTEF in the last few years.

**Figure 1: Weekly Student Contact Hours per Faculty FTE, 1975- 1996
LACCD and All California Community Colleges***



*State-wide data from ACCCA, *President's Study of Teaching Loads*. Fall 1993 is the most recent term available.

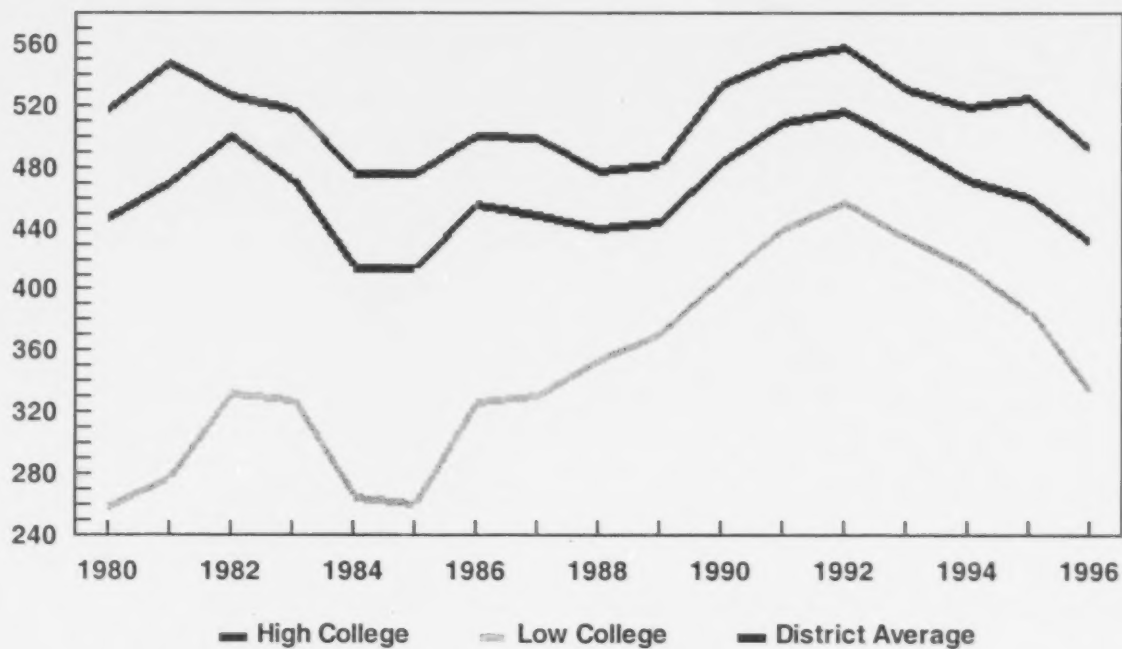
with the lowest WSCH/FTEF and the District average narrowed considerably, as shown in Figure 2.⁴ Between 1992 and 1996 that gap has again opened slightly.

In part, this pattern can be seen as one in which a rising tide of enrollment raises all boats, but particularly affects those at the low end of the scale. But, this would appear to be the case only if attention is paid to instructional staffing patterns as enrollment grows so that the opportunity to increase student to faculty ratios to more appropriate levels is exploited. That opportunity can only be seen where benchmarks that transcend the particular time and the individual institution exist.

Since 1981, the Los Angeles Community College District has maintained a data base called the Decision Support System (DSS) which has tracked WSCH and teaching staff within the LACCD, with the purpose of supplying such benchmarks. The Comparative Staffing Study series brings this resource together with information from the ACCCA's *President's Study of Teaching Loads* in a format which permits easy comparison of staffing levels by discipline across the colleges of the District and with available state-wide data.

⁴Through 1985, the low college was Mission. From that point through Fall 1996, it was consistently Southwest. The distinction of being the high college has alternated among East, Pierce, Trade-Tech and Valley.

Figure 2: WSCH per Faculty FTE
High and Low Colleges Compared to District Average, Fall 1980 - Fall 1996



USING THE COMPARATIVE STAFFING STUDY

In the main data tables of this report, the colleges of the District are ranked in descending WSCH/FTEF order within each Program/Staffing Area. Both District and state averages (where available) have been included within each area to serve as alternative benchmarks. In each case these figures are the total WSCH for each category divided by the total FTEF. They are thus weighted averages rather than simply the mean of the individual college WSCH/FTEF numbers. The state averages are the highest from the 1988-1993 period in each program area, though in most cases these are the Fall 1991 numbers. These averages were calculated after re-aggregation to fit the particular discipline combinations used here, from the *President's Study of Teaching Loads*.

For the District, as many as three different averages may be shown in each Program Area array. One will be the Fall 1996 District average. A second will be the highest District average for the period 1988-1995 if there is a year higher than the current one. The third will be from the period 1982-1987 if greater than either of the first two. The intent is to present the range of WSCH/FTEF levels which a discipline could reasonably be expected to achieve.

In addition to the ranking of the colleges by WSCH/FTEF in each program area and comparison to District and state averages, information on the Fall 1996 level of regular contract and hourly-rate FTEF, as well as the proportion of instruction by hourly-rate faculty, is provided. These are indications of the potential for reallocation of resources within the limits set by the current employment of regular contract faculty.

Three different approaches for determining the appropriate benchmark FTEF for each program are suggested by the last three columns of the main data tables. In the first of these, the District Fall 1996 average for the program/staffing area (the Current Average) is used to calculate the FTEF needed to serve Fall 1996 WSCH if that average WSCH/FTEF were to be achieved at each college. This produces larger FTEF for those colleges above the District average for the program and smaller numbers for those below. But these figures, of course, sum to the Fall 1996 FTEF for the area as a whole. In the next column labeled "Recent High Average", the highest District average for the program area achieved in the 1988-1995 period is applied to estimate the required staffing level. In most cases, this results in significantly smaller FTEF figures than those in the "Current Average" column. The final column of the data tables presents a somewhat hybrid strategy to benchmarking program staffing by focusing only on those colleges where a program is below the current District WSCH/FTEF average for the area. The required FTEF is recalculated only for those below the current average. This in effect assumes that the upper limit of program productivity can not be definitively specified, but that it will naturally emerge over time as lower performing programs improve.

Table 1 below illustrates this layout using college totals rather than figures for individual program areas. It shows a LACCD average WSCH/FTEF of 515 in Fall 1992 and a state average of 504 in Fall 1991 as the high benchmarks. The Fall 1996 average WSCH/FTEF for the District is 432. The colleges are arrayed in descending order of WSCH/FTEF, with East as high at 493 and Southwest as low at 333. Faculty FTE totals for Fall 1996 are also shown for each college.

In the right three columns those totals are recalculated based on the various models described above. It should be emphasized that these figures are the sums of changes at each program area and not the macro application of different college-wide averages as the table might otherwise suggest. East, which had 313.8 FTEF in Fall 1996, would require 341.1 FTEF if staffing was set at the Fall 1996 program area average in each of its respective areas. Southwest, on the other hand, which had 126.8 FTEF in

Fall 1996 would require only 101.0 if each program performed at the current area average. Total District FTEF, however, would remain constant at 2142.7.

**Table 1: COLLEGE TOTALS
Credit Programs Only**

	WSCH Fall 1996	WSCH /FTEF	Faculty FTE, Fall 1996			Total FTEF	FTEF Required at		
			Regular Contract FTEF	Hourly Rate FTEF	% Hourly		Current Average (Fall 1996)	Recent High Average	Raising Below Average
LACCD F92		515							
STATE F91		504							
East	154,675	493	151.9	161.9	51.5	313.8	341.1	281.0	305.6
Valley	135,996	452	172.7	128.3	42.6	301.0	315.9	253.1	292.6
Trade-Tech	136,705	439	172.1	139.5	42.1	331.6	330.0	266.9	297.6
LACCD F96		432							
Harbor	72,462	431	96.2	71.9	42.8	168.1	173.2	137.3	158.1
Pierce	126,119	428	177.3	117.9	39.9	295.0	294.8	234.2	281.0
West	66,726	425	70.5	86.6	55.1	157.0	152.9	118.0	142.6
City	139,613	410	181.7	158.5	46.6	340.2	321.6	258.2	306.2
Mission	50,174	389	52.8	76.4	59.1	129.1	112.2	87.1	109.2
Southwest	42,219	333	57.7	69.1	54.5	126.8	101.0	80.6	99.7
	924,689		1132.8	1009.9	46.4%	2142.7	2142.7	1716.3	1992.6

The second approach of using the more aggressive Recent High Average as the benchmark produces a District total of 1716.3 FTEF, a figure almost 20% lower than the Fall 1996 level. East at this standard would require 281.0 FTEF. South would need only 80.6.

The final column is produced by reducing FTEF only in those programs which were below the respective current District average in Fall 1996. This would produce a District-wide figure of 1992.6. East would require 305.6 FTEF, while Southwest would need 99.7.

These various columns are intended to be illustrative only of how a staffing standard might be used. They suggest that significant tightening of instructional staffing deployment could be accomplished, but they are **not** a recommendation that any one of the program averages are the most appropriate reference. Those decisions need to be made at the college and program level. Hopefully such decisions will be informed by the comparative information provided here.⁵

⁵ Neither Non-Credit nor Apprenticeship classes have been included in this study because their lower rates of state reimbursement make them non-comparable to the regular credit program. They are also frequently administered as specially funded programs. Non credit laboratory classes which are part of a regular credit program, are included, however. It should also be noted that the "Hourly Rate" figures in the body of this report are not those used for the AB 1725 calculation of proportion of instruction conducted by part-time instructors which has a separate, quite technical definition explained further in the following DSS Glossary.

COLLEGES BY PROGRAM/STAFFING AREA

Program/Staffing Area	WSCH	-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly Total	Current Average	Recent High Avg	Raising <Avg
ACCOUNTING								
LACCD F82		612						
STATE F91		513						
LACCD F91		503						
West	1,623	487	1.0	2.3	70.0	3.3	4.1	3.3
East	2,321	452	.3	4.8	93.5	5.1	5.9	5.1
Harbor	1,116	448	1.0	1.5	59.8	2.5	2.8	2.5
Valley	2,942	446	3.1	3.5	53.5	6.6	7.5	6.6
Pierce	2,882	412	2.7	4.3	61.0	7.0	7.3	7.0
LACCD F96		395						
Trade-Tech	1,067	364	1.7	1.3	43.2	2.9	2.7	2.7
City	2,456	335	3.0	4.3	59.1	7.3	6.2	6.2
Mission	708	295	1.3	1.1	44.4	2.4	1.8	1.8
Southwest	419	196	1.0	1.1	53.1	2.1	1.1	1.1
	15,534		15.1	24.2	61.5%	39.4	39.4	30.9
ADMINISTRATION OF JUSTICE								
East	14,678	1775	2.0	6.3	75.8	8.3	15.2	8.3
LACCD F96		964						
LACCD F93		677						
STATE F91		623						
Valley	2,051	583	1.9	1.7	47.3	3.5	2.1	3.0
Harbor	651	543	0.0	1.2	100.0	1.2	.7	1.0
Mission	825	516	.8	.8	50.0	1.6	.9	1.2
City	1,158	482	1.6	.8	33.3	2.4	1.2	1.7
West	741	371	1.0	1.0	50.0	2.0	.8	1.1
Southwest	906	324	.2	2.6	92.9	2.8	.9	1.3
	21,010		7.5	14.3	65.8%	21.8	21.8	31.0
AGRICULTURE								
LACCD F87		484						
Pierce	2,809	477	4.8	1.1	17.9	5.9	5.9	5.8
LACCD F96		477						
STATE F91		417						
	2,809		4.8	1.1	17.9%	5.9	5.9	5.8
ARCHITECTURE								
LACCD F81		508						
STATE F88		453						
LACCD F91		439						
Trade-Tech	1,655	428	2.6	1.0	26.5	3.9	4.9	3.8
Valley	372	389	0.0	1.0	100.0	1.0	1.1	.8
Pierce	623	374	1.0	.7	40.0	1.7	1.9	1.4
LACCD F96		335						
Harbor	784	286	1.0	1.7	63.2	2.7	2.3	1.8
East	1,176	277	.8	3.4	81.2	4.2	3.5	2.7
City	292	258	.7	.4	35.3	1.1	.9	.7
	4,902		6.2	8.2	55.8%	14.6	14.6	11.2

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area		WSCH Fall 1996	WSCH /FTEF	-FTEF(Faculty FTE), Fall 1996- Regular Contract	Hourly Rate	% Hourly	Total	-----FTEF Required at----- Current Average	Recent High Avg	Raising <Avg
ART										
Trade-Tech ART		1,030	702	1.0	.5	31.8	1.5	2.6	2.2	1.5
East ART		3,660	499	4.3	3.1	41.8	7.3	9.2	7.9	7.3
STATE F91			469							
LACCD F91			461							
Harbor ART		1,836	445	1.8	2.3	56.4	4.1	4.6	4.0	4.1
Pierce ART		3,701	418	4.5	4.4	49.6	8.9	9.3	8.0	8.9
LACCD F96			399							
Valley ART		4,295	381	9.0	2.2	19.8	11.3	10.8	9.3	10.8
City ART		4,051	376	6.4	4.3	40.3	10.8	10.2	8.8	10.2
West ART		1,251	324	1.9	2.0	51.7	3.9	3.1	2.7	3.1
Trade-Tech VISUAL COM		1,900	320	3.1	2.3	43.0	5.9	4.8	4.1	4.8
Mission ART		779	316	.9	1.6	64.9	2.5	2.0	1.7	2.0
Southwest ART		441	315	.9	.5	33.3	1.4	1.1	1.0	1.1
		22,944		33.8	23.2	40.4%	57.5	57.5	49.8	53.7
AUTOMOTIVE										
LACCD F91			528							
Pierce AUTO SERVICE		1,561	509	1.6	1.5	47.8	3.1	4.0	3.0	3.1
Trade-Tech TRUCK REPAIR		1,187	509	2.0	0.0	0.0	2.3	3.0	2.2	2.3
Trade-Tech MOTORCYCLE REPR		168	504	0.0	.3	100.0	.3	.4	.3	.3
Trade-Tech AUTO COLLISION		1,452	467	2.0	.8	28.0	3.1	3.7	2.8	3.1
STATE F91			433							
LACCD F96			390							
Trade-Tech AUTO MECHANICS		5,379	383	9.3	3.2	25.3	14.1	13.8	10.2	13.8
East IMPORT AUTO TECH		679	349	1.3	.4	22.6	1.9	1.7	1.3	1.7
East AUTOMOTIVE TECH		396	297	.9	.5	35.0	1.3	1.0	.8	1.0
Harbor AUTOMOTIVE TECH		394	152	2.0	.6	23.1	2.6	1.0	.7	1.0
		11,216		19.1	7.2	25.0%	28.8	28.8	21.3	26.4
AVIATION										
STATE F90			489							
LACCD F90			489							
West AVIATION MAINT		2,927	348	2.6	5.5	68.0	8.4	8.4	6.0	8.4
LACCD F96			347							
West AIRCRAFT ELECT		180	324	0.0	.6	100.0	.6	.5	.4	.5
		3,107		2.6	6.1	67.8%	9.0	9.0	6.4	8.9
BIOLOGICAL SCIENCES										
STATE F92			622							
LACCD F92			613							
Valley		7,784	543	9.2	5.1	35.8	14.3	16.7	12.7	14.3
Trade-Tech		4,038	505	3.2	4.8	60.0	8.0	8.7	6.6	8.0
East		7,012	487	7.2	7.2	50.0	14.4	15.1	11.4	14.4
Pierce		6,958	478	12.1	2.5	17.2	14.6	14.9	11.3	14.6
LACCD F96			466							
Harbor		3,798	462	4.0	4.2	51.2	8.2	8.1	6.2	8.1
West		3,997	438	3.4	5.7	62.8	9.1	8.6	6.5	8.6
Southwest		2,880	432	2.0	4.7	70.0	6.7	6.2	4.7	6.2
City		3,586	398	5.8	3.3	36.1	9.0	7.7	5.8	7.7
Mission		1,902	328	2.0	3.8	65.5	5.8	4.1	3.1	4.1
		41,945		48.8	41.3	45.8%	90.1	90.1	68.4	86.0

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FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg

BROADCASTING

LACCD F82		575							
East BROADCASTING	105	525	.2	0.0	0.0	.2	.3	.2	.2
STATE F88		465							
LACCD F91		446							
Valley BROADCASTING	1,514	428	1.2	2.3	66.0	3.5	3.8	3.4	3.5
LACCD F96		394							
City TELEVISION	1,090	355	2.8	.3	8.7	3.1	2.8	2.4	2.8
City BROADCASTING	105	315	0.0	.3	100.0	.3	.3	.2	.3
	2,814		4.2	2.9	41.1%	7.1	7.1	6.3	6.8

BUSINESS

LACCD F82		601							
LACCD F91		510							
STATE F92		480							
Harbor	2,290	445	2.3	2.8	54.3	5.1	5.8	4.5	5.1
Trade-Tech	2,586	441	3.2	2.7	45.4	5.9	6.5	5.1	5.9
Valley	2,590	421	3.1	3.1	50.2	6.1	6.5	5.1	6.1
Pierce	2,973	406	3.7	3.6	49.1	7.3	7.5	5.8	7.3
LACCD F96		397							
City	2,541	397	3.0	3.4	53.1	6.4	6.4	5.0	6.4
West	1,248	374	1.0	2.4	71.5	3.3	3.1	2.4	3.1
East	1,443	344	3.1	1.1	27.0	4.2	3.6	2.8	3.6
Mission	757	315	1.2	1.2	50.0	2.4	1.9	1.5	1.9
Southwest	495	275	.6	1.2	66.7	1.8	1.2	1.0	1.2
	16,923		21.2	21.5	50.4%	42.6	42.6	33.2	40.8

CHEMISTRY

LACCD F93		551							
STATE F92		548							
Trade-Tech CHEMISTRY	1,713	494	2.1	1.4	40.4	3.5	4.4	3.1	3.5
Harbor CHEMISTRY	2,139	465	3.1	1.5	32.9	4.6	5.5	3.9	4.6
East CHEMISTRY	3,308	428	3.9	3.9	49.9	7.7	8.5	6.0	7.7
Pierce CHEMISTRY	5,374	405	5.6	7.7	57.8	13.3	13.8	9.8	13.3
Valley CHEMISTRY	3,862	389	6.2	3.7	37.6	9.9	9.9	7.0	9.9
LACCD F96		388							
City CHEMISTRY	2,777	382	5.8	1.5	20.2	7.3	7.1	5.0	7.1
West CHEMISTRY	2,003	362	2.1	3.4	61.4	5.5	5.2	3.6	5.2
Southwest CHEMISTRY	737	291	1.3	1.3	50.0	2.5	1.9	1.3	1.9
Mission CHEMISTRY	757	247	.2	2.9	93.5	3.1	1.9	1.4	1.9
Trade-Tech CHEMICAL TECH	459	213	1.4	.7	33.5	2.2	1.2	.8	1.2
	23,129		31.6	27.9	46.8%	59.5	59.5	42.0	56.3

CINEMA

Pierce	1,496	1069	0.0	1.4	100.0	1.4	2.2	1.8	1.4
LACCD F92		842							
STATE F89		772							
LACCD F96		679							
City	4,023	642	2.8	3.5	55.3	6.3	5.9	4.8	5.9
Valley	957	513	1.0	.9	46.4	1.9	1.4	1.1	1.4
	6,476		3.8	5.7	60.1%	9.5	9.5	7.7	8.7

ALL 1996 COMPARATIVE STAFFING STUDY			LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES						
Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
COMMERCIAL SERVICES									
Trade-Tech CHEF TRAINING	18	1165	0.0	.0	100.0	.0	.0	.0	.0
LACCD F92		588							
Trade-Tech COSMETOLOGY	4,844	581	5.0	2.5	33.3	8.3	10.0	8.2	8.3
STATE F90		551							
LACCD F96		486							
Trade-Tech CHEF TRAINING	4,123	460	6.5	1.3	16.8	9.0	8.5	7.0	8.5
Trade-Tech BAKING	1,204	446	2.0	.4	15.6	2.7	2.5	2.0	2.5
Trade-Tech MANICURING	516	387	0.0	1.3	100.0	1.3	1.1	.9	1.1
Mission FOOD SERVICE M	1,234	385	2.2	1.0	31.3	3.2	2.5	2.1	2.5
	11,939		15.7	6.5	26.6%	24.5	24.5	20.3	22.9

COMPUTER SCIENCE-INFORMATION SYSTEMS

LACCD F81		674							
West COMPUTER SCI	3,612	666	2.0	3.4	63.1	5.4	7.2	6.9	5.4
East COMPUTER SCI	4,400	654	2.4	4.4	64.7	6.7	8.8	8.4	6.7
STATE F91		565							
Harbor COMPUTER INFOR	2,526	535	2.7	2.0	42.9	4.7	5.1	4.8	4.7
Valley COMPUTER SCI	5,451	532	3.9	6.3	61.6	10.2	10.9	10.4	10.2
Pierce COMPUTER SCI	5,828	530	6.1	4.9	44.2	11.0	11.7	11.1	11.0
LACCD F91		525							
LACCD F96		500							
Harbor COMPUTER SCI	656	492	.7	.7	50.0	1.3	1.3	1.2	1.3
Trade-Tech COMPUTER INFOR	3,536	474	2.9	4.6	61.6	7.5	7.1	6.7	7.1
Southwest COMPUTER SCI	1,289	455	1.0	1.8	64.7	2.8	2.6	2.5	2.6
Mission COMPUTER SCI	2,190	432	2.7	2.4	47.4	5.1	4.4	4.2	4.4
City COMPUTER SCI	6,809	383	5.3	12.5	70.0	17.8	13.6	13.0	13.6
	36,297		29.7	42.9	59.1%	72.6	72.6	69.1	67.1

CONSTRUCTION & MAINTENANCE

Trade-Tech ELECTRICAL LINE	892	713	0.0	1.3	100.0	1.3	2.2	1.7	1.3
LACCD F89		522							
Trade-Tech CABLE SPLICER	13	498	0.0	.0	100.0	.0	.0	.0	.0
STATE F88		488							
Trade-Tech ELECT CONSTRUCT	78	468	0.0	.2	100.0	.2	.2	.1	.2
Trade-Tech ELECTRICAL CON	6,478	424	7.9	6.1	43.4	15.3	15.8	12.4	15.3
LACCD F96		411							
Trade-Tech CARPENTRY	2,235	394	3.7	1.4	27.5	5.7	5.4	4.3	5.4
Trade-Tech CABINET MILLWRK	252	378	0.0	.7	100.0	.7	.6	.5	.6
Trade-Tech PLUMBING	1,399	365	2.0	1.5	42.9	3.8	3.4	2.7	3.4
Trade-Tech CABINET MAKING	1,295	333	3.3	0.0	0.0	3.9	3.2	2.5	3.2
	12,642		16.9	11.1	35.9%	30.8	30.8	24.2	29.3

BEST COPY AVAILABLE

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
COOPERATIVE EDUCATION									
Mission	1,033	1080	0.0	1.0	100.0	1.0	1.5		1.0
Valley	834	834	1.0	0.0	0.0	1.0	1.2		1.0
LACCD F91		776							
LACCD F96		669							
Pierce	949	655	1.4	.0	3.3	1.4	1.4		1.4
City	26	546	.0	0.0	0.0	.0	.0		.0
Trade-Tech	805	479	1.0	.7	40.5	1.7	1.2		1.2
Harbor	105	246	0.0	.4	100.0	.4	.2		.2
Southwest	69	145	.0	.4	90.0	.5	.1		.1
East	217	0	0.0	0.0	0.0	0.0	.3		0.0
	4,038		3.5	2.5	42.1%	6.0	6.0	0.0	4.9

EARTH & ENVIRONMENTAL SCIENCE

Harbor	OCEANOGRAPHY	645	645	.4	.6	60.0	1.0	1.4	1.1	1.0
	LACCD F92		585							
Pierce	OCEANOGRAPHY	1,470	565	1.4	1.2	46.1	2.6	3.3	2.5	2.6
	STATE F89		556							
East	ENVIR SCIENCE	324	540	.2	.4	66.7	.6	.7	.6	.6
East	GEOLOGY	396	539	.6	.2	23.1	.7	.9	.7	.7
East	EARTH SCIENCE	777	530	1.0	.4	29.4	1.5	1.7	1.3	1.5
Valley	ENVIR SCIENCE	474	474	.6	.4	40.0	1.0	1.1	.8	1.0
West	ENVIR SCIENCE	126	466	.1	.2	73.9	.3	.3	.2	.3
Valley	OCEANOGRAPHY	465	465	.4	.6	60.0	1.0	1.0	.8	1.0
	LACCD F96		450							
East	OCEANOGRAPHY	255	425	.6	0.0	0.0	.6	.6	.4	.6
City	GEOLOGY	252	420	.4	.2	33.3	.6	.6	.4	.6
Valley	GEOLOGY	504	420	.8	.4	33.3	1.2	1.1	.9	1.1
West	GEOLOGY	228	380	.2	.4	66.7	.6	.5	.4	.5
Harbor	GEOLOGY	75	375	.2	0.0	0.0	.2	.2	.1	.2
Pierce	ENVIR SCIENCE	300	361	.7	.1	14.1	.8	.7	.5	.7
West	OCEANOGRAPHY	69	345	.2	0.0	0.0	.2	.2	.1	.2
West	EARTH SCIENCE	129	323	.2	.2	50.0	.4	.3	.2	.3
Trade-Tech	GEOLOGY	183	305	0.0	.6	100.0	.6	.4	.3	.4
Pierce	GEOLOGY	344	276	.5	.8	62.6	1.2	.8	.6	.8
Southwest	GEOLOGY	108	270	.4	0.0	0.0	.4	.2	.2	.2
City	OCEANOGRAPHY	87	243	.4	0.0	0.0	.4	.2	.1	.2
City	EARTH SCIENCE	45	225	.2	0.0	0.0	.2	.1	.1	.1
		7,256		9.4	6.7	41.6%	16.1	16.1	12.4	14.4

EDUCATION & DEVELOPMENTAL COMMUNICATIONS

Trade-Tech		570	487	1.2	0.0	0.0	1.2	1.5	1.4	1.2
Pierce		691	477	.2	1.3	86.2	1.5	1.9	1.7	1.5
Valley		1,121	454	1.9	.6	23.0	2.5	3.0	2.7	2.5
	STATE F89		453							
Harbor		1,260	415	2.0	1.0	33.0	3.0	3.4	3.1	3.0
	LACCD F89		411							
	LACCD F96		369							
Mission		1,293	358	1.6	2.0	55.3	3.6	3.5	3.1	3.5
East		862	332	2.2	.4	15.4	2.6	2.3	2.1	2.3
Southwest		1,750	287	3.4	2.7	43.8	6.1	4.7	4.3	4.7
		7,547		12.5	7.9	38.6%	20.4	20.4	18.4	18.7

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
ELECTRONICS & ELECTRICAL TECHNOLOGY									
Trade-Tech ELECTRONIC TECH	2,488	544	3.3	.7	16.6	4.6	7.5	6.5	4.6
Trade-Tech COMPUTER MAINT	861	446	1.7	0.0	0.0	1.9	2.6	2.2	1.9
Pierce ELECTRONICS	1,287	429	2.8	.2	6.7	3.0	3.9	3.3	3.0
STATE F91		390							
LACCD F95		385							
City COMPUTER TECH	2,197	370	1.4	4.5	76.4	5.9	6.6	5.7	5.9
LACCD F96		331							
Trade-Tech ELECTRONIC COM	802	314	2.0	.2	10.0	2.6	2.4	2.1	2.4
East ELECTRONICS	951	280	1.8	1.6	47.0	3.4	2.9	2.5	2.9
City ELECTRONICS	1,168	270	1.7	2.7	61.5	4.3	3.5	3.0	3.5
Harbor ELECTRONICS	153	263	.5	.1	18.9	.6	.5	.4	.5
Valley ELECTRONICS	1,649	258	1.8	4.6	71.8	6.4	5.0	4.3	5.0
Trade-Tech CONSUMER ELECT	359	239	1.0	.3	25.0	1.5	1.1	.9	1.1
Harbor COMPUTER TECH	144	223	.4	.2	36.7	.6	.4	.4	.4
Southwest ELECTRONICS	474	158	1.0	2.0	66.7	3.0	1.4	1.2	1.4
	12,533		19.3	17.2	45.3%	37.8	37.8	32.5	32.6

ENGINEERING, DRAFTING & RELATED

STATE F91		403							
LACCD F91		373							
Harbor	1,210	337	1.3	2.3	64.5	3.6	4.5	3.2	3.6
Pierce	102	319	.3	0.0	0.0	.3	.4	.3	.3
East	1,543	297	3.2	2.0	39.1	5.2	5.7	4.1	5.2
Valley	963	294	.9	2.3	71.5	3.3	3.6	2.6	3.3
LACCD F96		271							
Trade-Tech	153	220	.4	.2	31.4	.7	.6	.4	.6
Mission	497	219	1.0	1.3	55.9	2.3	1.8	1.3	1.8
Southwest	507	191	1.1	1.6	60.3	2.7	1.9	1.4	1.9
City	109	136	.4	.4	50.0	.8	.4	.3	.4
	5,084		8.6	10.1	54.0%	18.8	18.8	13.6	17.0

ENGLISH

LACCD F91		447							
Trade-Tech	7,311	440	8.6	8.0	48.1	16.6	19.8	16.4	16.6
STATE F91		426							
East	13,246	392	14.7	19.2	56.7	33.8	35.8	29.6	33.8
Pierce	12,247	391	14.7	16.7	53.2	31.3	33.1	27.4	31.3
City	12,415	387	13.2	18.9	59.0	32.1	33.6	27.8	32.1
LACCD F96		370							
Valley	12,412	359	15.4	19.2	55.4	34.6	33.6	27.8	33.6
Southwest	2,826	343	2.5	5.8	69.7	8.3	7.6	6.3	7.6
Harbor	5,930	337	6.1	11.5	65.5	17.6	16.0	13.3	16.0
West	5,325	318	7.2	9.6	57.1	16.7	14.4	11.9	14.4
Mission	3,373	279	3.8	8.3	69.0	12.1	9.1	7.5	9.1
	75,085		86.0	117.1	57.6%	203.2	203.2	168.0	194.7

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg

ENGLISH AS A SECOND LANGUAGE

LACCD F90		544							
City	16,617	492	13.4	20.4	60.4	33.8	40.8	30.6	33.8
STATE F91		449							
LACCD F96		407							
Mission	4,080	389	3.0	7.5	71.1	10.5	10.0	7.5	10.0
Trade-Tech	2,205	368	2.9	3.1	51.1	6.0	5.4	4.1	5.4
West	1,605	293	2.5	3.0	54.8	5.5	3.9	3.0	3.9
Southwest	3,417	268	3.9	8.9	69.5	12.8	8.4	6.3	8.4
	27,924		25.7	42.8	62.5%	68.5	68.5	51.4	61.5

FAMILY, CONSUMER STUDIES & CHILD DEVELOPMENT

West	CHILD DEVELOPMNT	2,076	708	1.1	1.8	61.4	2.9	4.1	3.6	2.9
Harbor	FAMILY, CONSUMER	141	705	.2	0.0	0.0	.2	.3	.2	.2
Valley	CHILD DEVELOPMNT	3,716	678	2.6	2.9	53.0	5.5	7.3	6.5	5.5
Harbor	CHILD DEVELOPMNT	2,666	625	2.7	1.6	37.5	4.3	5.2	4.7	4.3
City	CHILD DEVELOPMNT	3,230	591	3.3	2.2	40.2	5.5	6.4	5.7	5.5
LACCD F91			570							
Trade-Tech	CHILD DEVELOPMNT	540	540	1.0	0.0	0.0	1.0	1.1	.9	1.0
STATE F93			511							
LACCD F96			509							
West	FAMILY, CONSUMER	201	503	.4	0.0	0.0	.4	.4	.4	.4
East	CHILD DEVELOPMNT	4,410	478	1.8	7.5	80.8	9.2	8.7	7.7	8.7
Mission	CHILD DEVELOPMNT	3,022	458	2.0	4.6	69.7	6.6	5.9	5.3	5.9
Valley	FAMILY, CONSUMER	1,012	454	.2	2.0	91.0	2.2	2.0	1.8	2.0
Southwest	CHILD DEVELOPMNT	2,472	452	3.9	1.6	29.3	5.5	4.9	4.3	4.9
East	FAMILY, CONSUMER	1,229	439	1.9	.9	31.0	2.8	2.4	2.2	2.4
City	FAMILY, CONSUMER	1,265	395	2.3	.9	27.1	3.2	2.5	2.2	2.5
Southwest	FAMILY, CONSUMER	60	300	.2	0.0	0.0	.2	.1	.1	.1
Mission	FAMILY, CONSUMER	635	252	1.8	.7	29.1	2.5	1.2	1.1	1.2
Mission	INTERIOR DESIGN	210	238	.0	.9	98.4	.9	.4	.4	.4
		26,885		25.3	27.5	52.1%	52.9	52.9	47.1	47.9

FASHION

Trade-Tech	TAILORING	719	719	0.0	1.0	100.0	1.0	1.5	1.3	1.0
LACCD F95			538							
LACCD F96			489							
Trade-Tech	FASHION DESIGN	13,202	487	15.0	9.6	39.1	27.1	27.0	24.6	27.0
STATE F90			470							
Trade-Tech	FASH & VISUAL	802	401	.9	1.0	52.9	2.0	1.6	1.5	1.6
		14,723		15.9	11.6	38.5%	30.1	30.1	27.4	29.6

FIRE SCIENCE & TECHNOLOGY

LACCD F82			692							
East	FIRE TECHNOLOGY	345	575	0.0	.6	100.0	.6	.8	.6	.6
STATE F92			569							
LACCD F92			559							
Valley	FIRE TECHNOLOGY	1,017	462	1.0	1.2	54.5	2.2	2.4	1.8	2.2
LACCD F96			416							
Harbor	FIRE TECHNOLOGY	228	285	0.0	.8	100.0	.8	.5	.4	.5
Trade-Tech	HAZ MAT TECH	48	240	0.0	.2	100.0	.2	.1	.1	.1
West	HAZ MAT TECH	78	237	.1	.2	60.7	.3	.2	.1	.2
		1,716		1.1	3.0	72.7%	4.1	4.1	3.1	3.7

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
FOREIGN LANGUAGES									
Valley HEBREW	130	609	0.0	.2	100.0	.2	.3	.3	.2
East ITALIAN	395	593	0.0	.7	100.0	.7	1.0	.8	.7
Trade-Tech SPANISH	1,912	562	1.3	2.1	60.8	3.4	4.7	3.7	3.4
Pierce JAPANESE	370	555	0.0	.7	100.0	.7	.9	.7	.7
West SPANISH	2,748	542	2.0	3.1	60.5	5.1	6.8	5.4	5.1
LACCD F92		511							
STATE F91		490							
East CHINESE	485	485	0.0	1.0	100.0	1.0	1.2	.9	1.0
East SPANISH	5,236	465	5.0	6.3	55.6	11.3	13.0	10.3	11.3
City ARMENIAN	155	465	0.0	.3	100.0	.3	.4	.3	.3
City SPANISH	3,502	453	3.6	4.1	53.4	7.7	8.7	6.9	7.7
City JAPANESE	585	439	1.0	.3	25.0	1.3	1.5	1.1	1.3
East JAPANESE	715	429	.7	1.0	60.0	1.7	1.8	1.4	1.7
Harbor SPANISH	1,815	426	1.9	2.3	54.6	4.3	4.5	3.6	4.3
Valley SPANISH	2,972	421	3.3	3.7	52.7	7.1	7.4	5.8	7.1
Pierce SPANISH	2,556	413	4.1	2.1	33.4	6.2	6.3	5.0	6.2
Trade-Tech JAPANESE	135	405	0.0	.3	100.0	.3	.3	.3	.3
LACCD F96		403							
City RUSSIAN	395	395	0.0	1.0	100.0	1.0	1.0	.8	1.0
Valley ITALIAN	520	390	1.0	.3	25.0	1.3	1.3	1.0	1.3
Pierce ITALIAN	509	382	1.0	.3	25.0	1.3	1.3	1.0	1.3
Southwest SPANISH	1,055	352	1.0	2.0	66.7	3.0	2.6	2.1	2.6
Valley FRENCH	690	345	2.0	0.0	0.0	2.0	1.7	1.4	1.7
Trade-Tech FRENCH	230	345	.7	0.0	0.0	.7	.6	.5	.6
Mission SPANISH	1,340	335	2.0	2.0	50.0	4.0	3.3	2.6	3.3
City ARABIC	110	330	.3	0.0	0.0	.3	.3	.2	.3
City KOREAN	220	330	0.0	.7	100.0	.7	.5	.4	.5
Valley GERMAN	420	315	1.0	.3	25.0	1.3	1.0	.8	1.0
Pierce FRENCH	816	314	1.9	.7	25.6	2.6	2.0	1.6	2.0
City ITALIAN	430	293	1.0	.5	31.8	1.5	1.1	.8	1.1
Mission FRENCH	96	288	0.0	.3	100.0	.3	.2	.2	.2
East FRENCH	622	281	.7	1.5	69.2	2.2	1.5	1.2	1.5
City LATIN	90	270	0.0	.3	100.0	.3	.2	.2	.2
West FRENCH	204	255	0.0	.8	100.0	.8	.5	.4	.5
City FRENCH	1,056	248	1.7	2.6	60.9	4.3	2.6	2.1	2.6
City CHINESE	210	175	1.0	.2	16.7	1.2	.5	.4	.5
City PORTUGUESE	55	165	0.0	.3	100.0	.3	.1	.1	.1
Mission JAPANESE	50	150	0.0	.3	100.0	.3	.1	.1	.1
Southwest FRENCH	95	143	0.0	.7	100.0	.7	.2	.2	.2
City GERMAN	45	135	.3	0.0	0.0	.3	.1	.1	.1
	32,969		38.6	43.1	52.8%	81.7	81.7	64.6	74.1

WSCH		-FTEF(Faculty FTE), Fall 1996-					-----FTEF Required at-----			
Program/Staffing Area	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg	

HEALTH OCCUPATIONS

Trade-Tech	HEALTH OCCUPATN	667	1014	.0	.6	92.7	.7	1.9	1.6	.7
Harbor	EMERG DEPT ASS	206	618	0.0	.3	100.0	.3	.6	.5	.3
East	EMERG DEPT ASS	204	612	0.0	.3	100.0	.3	.6	.5	.3
City	RADIOLOGICAL TEC	1,021	497	1.9	.2	8.1	2.1	3.0	2.5	2.1
Mission	CHEMICAL DEPN	882	490	1.0	.8	44.4	1.8	2.6	2.1	1.8
STATE F92			468							
LACCD F92			416							
East	RESPIR THERAPY	1,737	366	3.0	1.3	29.4	4.8	5.1	4.2	4.8
LACCD F96			344							
City	DENTAL TECHNOL	924	277	2.3	1.0	30.0	3.3	2.7	2.2	2.7
East	MED RECORD SCI	695	275	1.9	.7	26.7	2.5	2.0	1.7	2.0
Valley	RESPIR THERAPY	733	244	1.1	1.7	61.1	3.0	2.1	1.8	2.1
West	DENTAL HYGIENE	1,010	239	1.5	2.7	64.5	4.2	2.9	2.4	2.9
East	ELECTRON MICRO	176	176	1.0	0.0	0.0	1.0	.5	.4	.5
		8,255		13.7	9.6	40.0%	24.0	24.0	19.8	20.2

HUMANITIES

Harbor		765	637	.6	.6	50.0	1.2	1.9	1.4	1.2
STATE F92			589							
Trade-Tech		651	543	.2	1.0	83.3	1.2	1.6	1.2	1.2
LACCD F92			541							
Valley		711	508	.6	.8	57.1	1.4	1.7	1.3	1.4
West		402	503	.8	0.0	0.0	.8	1.0	.7	.8
Southwest		372	465	0.0	.8	100.0	.8	.9	.7	.8
LACCD F96			408							
City		612	306	1.0	1.0	50.0	2.0	1.5	1.1	1.5
Mission		347	289	.7	.5	44.4	1.2	.9	.6	.9
Pierce		543	247	1.4	.8	36.4	2.2	1.3	1.0	1.3
		4,403		5.3	5.5	51.2%	10.8	10.8	8.1	9.1

INDUSTRIAL TECHNOLOGY

Trade-Tech	REF, A/C MECHAN	3,471	506	3.0	3.4	52.8	6.9	8.9	8.3	6.9
Trade-Tech	OPER-MAINT ENG	468	468	0.0	1.0	100.0	1.0	1.2	1.1	1.0
Trade-Tech	OPER-MAINT APP	928	457	0.0	2.0	100.0	2.0	2.4	2.2	2.0
Valley	NUMERICAL CONTRL	179	448	.4	0.0	0.0	.4	.5	.4	.4
LACCD F93			419							
STATE F91			393							
LACCD F96			389							
Pierce	INDUSTRIAL TECH	1,655	387	2.7	1.6	37.4	4.3	4.3	4.0	4.3
Trade-Tech	WELDING GAS, ELC	854	349	2.0	.2	7.9	2.4	2.2	2.0	2.2
Trade-Tech	MACHINE SHOP	1,655	310	2.6	2.3	47.6	5.3	4.3	4.0	4.3
Trade-Tech	SHEET METAL WRK	295	295	0.0	1.0	100.0	1.0	.8	.7	.8
Valley	TOOL, MANUFACTUR	225	268	.4	.4	52.2	.8	.6	.5	.6
Southwest	QUALITY CONTROL	64	240	0.0	.3	100.0	.3	.2	.2	.2
Harbor	PROCESS PLANT	159	217	0.0	.7	100.0	.7	.4	.4	.4
Southwest	MEASUREMENT SC	36	180	0.0	.2	100.0	.2	.1	.1	.1
City	INDUSTRIAL ART	92	173	.3	.3	50.0	.5	.2	.2	.2
		10,081		11.3	13.4	51.7%	25.9	25.9	24.1	23.2

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg

JOURNALISM & PUBLIC RELATIONS

Trade-Tech	492	412	1.0	.2	16.2	1.2	1.9	1.5	1.2
Harbor	81	405	0.0	.2	100.0	.2	.3	.3	.2
LACCD F82		363							
STATE F92		360							
LACCD F92		320							
Pierce	709	313	1.6	.7	29.4	2.3	2.7	2.2	2.3
Valley	643	301	1.0	1.1	53.1	2.1	2.5	2.0	2.1
LACCD F96		262							
East	378	236	1.0	.6	37.5	1.6	1.4	1.2	1.4
City	321	229	1.2	.2	14.3	1.4	1.2	1.0	1.2
Southwest	313	130	.8	1.6	66.7	2.4	1.2	1.0	1.2
	2,937		6.6	4.6	41.0%	11.2	11.2	9.2	9.7

LABOR STUDIES

LACCD F92		820							
Trade-Tech	1,116	629	.1	1.7	96.2	1.8	1.8	1.4	1.8
LACCD F96		629							
STATE F92		368							
	1,116		.1	1.7	96.2%	1.8	1.8	1.4	1.8

LAW

STATE F91		582							
LACCD F82		571							
LACCD F90		568							
Valley LAW	306	476	.3	.4	56.7	.6	.8	.5	.6
Pierce LAW	171	428	0.0	.4	100.0	.4	.4	.3	.4
City LAW	2,224	412	4.2	1.2	22.2	5.4	5.7	3.9	5.4
West LAW	1,584	410	1.7	2.2	56.9	3.9	4.1	2.8	3.9
LACCD F96		388							
East LAW	738	369	2.0	0.0	0.0	2.0	1.9	1.3	1.9
Mission LAW	917	313	.2	2.7	93.2	2.9	2.4	1.6	2.4
Valley LAW (Con Law)	54	270	.2	0.0	0.0	.2	.1	.1	.1
	5,994		8.5	6.9	44.7%	15.4	15.4	10.6	14.7

LEARNING SKILLS

East	2,916	1317	1.0	1.2	54.8	2.2	4.9	5.0	2.2
Southwest	791	1050	.5	.3	37.2	.8	1.3	1.3	.8
Trade-Tech	794	709	.5	.6	53.6	1.1	1.3	1.3	1.1
Valley	466	635	.5	.3	36.4	.7	.8	.8	.7
City	4,825	624	3.5	4.3	55.2	7.7	8.2	8.2	7.7
LACCD F96		592							
LACCD F93		589							
STATE F88		535							
Mission	159	220	.7	.1	9.2	.7	.3	.3	.3
Pierce	185	198	.2	.7	78.6	.9	.3	.3	.3
West	378	198	1.9	0.0	0.0	1.9	.6	.6	.6
Harbor	352	158	1.0	1.2	55.2	2.2	.6	.6	.6
	10,866		9.7	8.7	47.2%	18.4	18.4	18.5	14.4

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
LIBRARY & MEDIA									
City	80	1200	.1	0.0	0.0	.1	.2	.2	.1
STATE F89		536							
LACCD F86		513							
LACCD F92		466							
East	26	390	0.0	.1	100.0	.1	.1	.1	.1
LACCD F96		352							
Valley	62	310	0.0	.2	100.0	.2	.2	.1	.2
Pierce	37	278	.1	.1	50.0	.1	.1	.1	.1
West	53	256	.1	.1	64.3	.2	.2	.1	.2
Harbor	19	234	.1	0.0	0.0	.1	.1	.0	.1
Southwest	12	180	0.0	.1	100.0	.1	.0	.0	.0
	289		.3	.5	64.9%	.8	.8	.6	.7

MATHEMATICS

LACCD F82		606							
LACCD F92		602							
STATE F91		573							
Valley	13,148	509	15.7	10.2	39.4	25.9	27.3	21.8	25.9
Pierce	14,624	490	15.8	14.1	47.1	29.9	30.3	24.3	29.9
East	15,933	486	13.2	19.6	59.7	32.8	33.1	26.5	32.8
West	7,480	486	6.8	8.6	55.8	15.4	15.5	12.4	15.4
Trade-Tech	9,792	483	9.4	10.9	53.6	20.3	20.3	16.3	20.3
LACCD F96		482							
Harbor	7,997	481	8.8	7.8	47.0	16.6	16.6	13.3	16.6
City	13,643	480	15.4	13.0	45.8	28.4	28.3	22.7	28.3
Mission	5,405	466	3.9	7.7	66.7	11.6	11.2	9.0	11.2
Southwest	5,564	418	4.1	9.2	69.0	13.3	11.5	9.2	11.5
	93,586		93.1	101.1	52.1%	194.1	194.1	155.4	191.8

MUSIC

STATE F91		456							
LACCD F82		427							
LACCD F91		422							
Valley	4,219	368	8.3	3.2	27.7	11.5	12.2	10.0	11.5
West	1,314	365	1.0	2.6	72.2	3.6	3.8	3.1	3.6
Pierce	3,512	358	6.9	2.9	29.9	9.8	10.2	8.3	9.8
East	2,232	349	2.8	3.6	56.2	6.4	6.5	5.3	6.4
Harbor	2,492	347	3.1	4.1	57.4	7.2	7.2	5.9	7.2
LACCD F96		345							
Mission	330	330	.9	.1	14.5	1.0	1.0	.8	1.0
Southwest	696	326	1.0	1.1	53.1	2.1	2.0	1.6	2.0
City	3,364	310	7.1	3.8	35.0	10.9	9.7	8.0	9.7
Trade-Tech	297	297	1.0	0.0	0.0	1.0	.9	.7	.9
	18,456		31.9	21.5	40.2%	53.4	53.4	43.7	52.0

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FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
NURSING									
STATE F93		321							
LACCD F91		275							
Trade-Tech NURSING REGISTR	2,358	262	7.2	1.8	19.6	9.0	10.7	8.6	9.0
East NURSING	2,807	250	8.6	2.6	23.0	11.2	12.8	10.2	11.2
Harbor NURSING	3,188	238	11.0	2.4	17.7	13.4	14.5	11.6	13.4
Trade-Tech NURSING	2,043	231	5.7	3.1	34.9	8.8	9.3	7.4	8.8
Valley NURSING	3,022	231	10.9	2.2	16.5	13.1	13.8	11.0	13.1
LACCD F96		220							
Pierce NURSING	2,549	194	12.4	.7	5.1	13.1	11.6	9.3	11.6
Southwest NURSING	2,313	158	10.3	4.3	29.2	14.6	10.5	8.4	10.5
	18,280		66.3	16.9	20.3%	83.3	83.3	66.5	77.7
OFFICE ADMINISTRATION & MACHINES									
East	4,984	554	5.2	3.8	42.2	9.0	12.3	9.2	9.0
LACCD F92		540							
Harbor	989	488	1.2	.8	38.6	2.0	2.4	1.8	2.0
STATE F91		469							
Mission	2,731	460	3.8	2.1	36.0	5.9	6.7	5.1	5.9
Trade-Tech	4,119	429	3.3	6.3	65.3	9.6	10.2	7.6	9.6
LACCD F96		405							
Pierce	2,327	375	3.5	2.7	43.0	6.2	5.8	4.3	5.8
Valley	3,295	369	3.9	5.1	56.7	8.9	8.1	6.1	8.1
City	4,334	338	6.6	6.3	48.8	12.8	10.7	8.0	10.7
Southwest	938	281	1.2	2.1	64.0	3.3	2.3	1.7	2.3
West	675	280	1.0	1.4	57.9	2.4	1.7	1.3	1.7
	24,392		29.8	30.5	50.6%	60.3	60.3	45.2	55.2
PACE									
LACCD F91		805							
East	3,634	664	3.8	1.7	30.6	5.5	7.8	4.5	5.5
Harbor	4,954	586	7.6	.9	10.1	8.5	10.7	6.2	8.5
West	5,623	575	7.5	2.3	23.5	9.8	12.1	7.0	9.8
LACCD F96		463							
Southwest	2,218	408	4.0	1.4	26.4	5.4	4.8	2.8	4.8
Mission	3,631	390	4.5	4.8	51.2	9.3	7.8	4.5	7.8
Trade-Tech	2,277	366	4.0	2.2	35.7	6.2	4.9	2.8	4.9
Pierce	4,172	332	3.9	8.7	69.0	12.6	9.0	5.2	9.0
	26,509		35.3	21.9	38.3%	57.3	57.3	32.9	50.3
PERSONAL DEVELOPMENT									
STATE F91		552							
City	745	414	1.8	0.0	0.0	1.8	2.4		1.8
Southwest	65	390	.1	.1	40.0	.2	.2		.2
Valley	615	345	.1	1.6	92.1	1.8	2.0		1.8
East	175	328	.2	.3	62.5	.5	.6		.5
Mission	132	318	0.0	.4	100.0	.4	.4		.4
LACCD F96		313							
Pierce	251	259	1.0	0.0	0.0	1.0	.8		.8
Harbor	139	226	.3	.3	44.6	.6	.4		.4
West	120	224	.3	.3	52.4	.5	.4		.4
Trade-Tech	111	159	.7	0.0	0.0	.7	.4		.4
	2,353		4.5	3.0	40.1%	7.5	7.5	0.0	6.7

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
PHILOSOPHY									
LACCD F91		633							
Valley	2,604	620	2.6	1.6	38.1	4.2	5.3	4.1	4.2
STATE F91		610							
Southwest	465	581	0.0	.8	100.0	.8	.9	.7	.8
Trade-Tech	804	574	1.0	.4	28.6	1.4	1.6	1.3	1.4
West	627	523	1.0	.2	16.7	1.2	1.3	1.0	1.2
LACCD F96		494							
East	2,170	493	2.0	2.4	54.5	4.4	4.4	3.4	4.4
City	2,151	489	3.8	.6	13.6	4.4	4.4	3.4	4.4
Harbor	747	467	1.4	.2	12.5	1.6	1.5	1.2	1.5
Mission	822	465	1.0	.8	43.4	1.8	1.7	1.3	1.7
Pierce	2,622	397	4.6	2.0	30.3	6.6	5.3	4.1	5.3
	13,012		17.4	9.0	34.0%	26.4	26.4	20.6	24.8
PHOTOGRAPHY									
Pierce PHOTOGRAPHY	1,508	462	2.1	1.1	34.7	3.3	4.2	3.4	3.3
LACCD F92		438							
STATE F91		437							
Mission PHOTOGRAPHY	209	392	.5	0.0	0.0	.5	.6	.5	.5
East PHOTOGRAPHY	1,809	382	3.1	1.7	35.2	4.7	5.1	4.1	4.7
Valley PHOTOGRAPHY	837	380	0.0	2.2	100.0	2.2	2.4	1.9	2.2
LACCD F96		356							
Harbor PHOTOGRAPHY	341	341	1.0	.0	4.5	1.0	1.0	.8	1.0
City PHOTOGRAPHY	1,711	317	3.1	2.3	42.0	5.4	4.8	3.9	4.8
Trade-Tech PHOTOGRAPHY-TECH	750	260	1.0	1.8	65.1	2.9	2.1	1.7	2.1
Southwest PHOTOGRAPHY	30	150	0.0	.2	100.0	.2	.1	.1	.1
	7,195		10.8	9.3	45.9%	20.2	20.2	16.4	18.7
PHYSICAL EDUCATION, RECREATION & HEALTH									
Pierce HEALTH	1,422	667	2.1	0.0	0.0	2.1	2.8	2.3	2.1
LACCD F82		664							
East HEALTH	3,402	654	2.6	2.6	50.0	5.2	6.7	5.4	5.2
Trade-Tech PHYS EDUCATION	4,492	647	4.5	2.4	35.2	6.9	8.9	7.1	6.9
Valley HEALTH	2,772	642	3.0	1.3	30.5	4.3	5.5	4.4	4.3
LACCD F91		632							
STATE F91		601							
Harbor HEALTH	1,592	567	1.8	1.0	35.6	2.8	3.1	2.5	2.8
Valley PHYS EDUCATION	8,477	559	11.4	3.8	25.1	15.2	16.7	13.4	15.2
Southwest HEALTH	1,118	559	1.2	.8	40.0	2.0	2.2	1.8	2.0
Harbor PHYS EDUCATION	5,801	542	7.0	3.7	34.8	10.7	11.4	9.2	10.7
Southwest PHYS EDUCATION	1,804	507	2.7	.9	25.0	3.6	3.6	2.9	3.6
LACCD F96		507							
Trade-Tech HEALTH	1,547	504	1.7	1.4	45.7	3.1	3.1	2.4	3.1
East PHYS EDUCATION	9,150	480	10.0	9.0	47.3	19.1	18.1	14.5	18.1
Pierce PHYS EDUCATION	5,649	457	8.5	3.9	31.4	12.4	11.1	8.9	11.1
Mission HEALTH	1,079	450	1.0	1.4	58.3	2.4	2.1	1.7	2.1
West HEALTH	1,016	448	1.3	1.0	44.1	2.3	2.0	1.6	2.0
Mission PHYS EDUCATION	1,813	441	.7	3.4	83.8	4.1	3.6	2.9	3.6
West PHYS EDUCATION	3,757	431	4.7	4.0	46.2	8.7	7.4	5.9	7.4
City PHYS EDUCATION	5,503	425	8.2	4.7	36.5	12.9	10.9	8.7	10.9
City HEALTH	2,807	401	4.1	2.9	41.0	7.0	5.5	4.4	5.5
	63,201		76.4	48.3	38.7%	124.7	124.7	100.1	116.6

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg

PHYSICS, ASTRONOMY, PHYSICAL SCIENCE

STATE F93		546							
Valley	2,827	510	4.1	1.4	25.5	5.5	7.2	5.8	5.5
LACCD F92		487							
Fierce	2,786	431	4.5	2.0	30.9	6.5	7.1	5.7	6.5
East	1,953	407	2.8	2.0	41.7	4.8	5.0	4.0	4.8
Trade-Tech	1,587	397	2.2	1.8	45.0	4.0	4.0	3.3	4.0
LACCD F96		394							
Southwest	524	370	1.0	.4	28.3	1.4	1.3	1.1	1.3
City	1,453	316	2.8	1.8	39.1	4.6	3.7	3.0	3.7
West	243	304	0.0	.8	100.0	.8	.6	.5	.6
Harbor	825	295	2.1	.7	26.2	2.8	2.1	1.7	2.1
Mission	509	283	1.0	.8	44.4	1.8	1.3	1.0	1.3
	12,707		20.5	11.7	36.4%	32.2	32.2	26.1	29.8

PRINTING & GRAPHIC ARTS

Trade-Tech PHOTO-OFFSET	830	467	.0	.7	41.2	1.8	2.6	2.1	1.8
STATE F88		410							
LACCD F91		402							
Trade-Tech SIGN GRAPHICS	566	392	1.0	.3	25.9	1.4	1.8	1.4	1.4
LACCD F96		319							
Trade-Tech GR ARTS COMPOSITN	512	307	0.0	1.7	100.0	1.7	1.6	1.3	1.6
Trade-Tech PRINTING TECH	81	292	.2	0.0	0.0	.3	.3	.2	.3
Trade-Tech GR ARTS PRESSWRK	876	254	2.4	.7	21.9	3.4	2.7	2.2	2.7
Trade-Tech GR ARTS MANAGE	287	224	1.3	0.0	0.0	1.3	.9	.7	.9
	3,152		5.8	3.3	33.7%	9.9	9.9	7.8	8.7

PSYCHOLOGY & STATISTICS

STATE F91		663							
LACCD F91		661							
Harbor PSYCHOLOGY	1,848	616	2.8	.2	6.7	3.0	3.5	2.8	3.0
City PSYCHOLOGY	5,459	575	5.8	3.7	38.9	9.5	10.4	8.3	9.5
Valley PSYCHOLOGY	4,149	559	3.6	3.8	51.5	7.4	7.9	6.3	7.4
Trade-Tech PSYCHOLOGY	1,653	547	2.0	1.0	33.8	3.0	3.2	2.5	3.0
LACCD F96		522							
Valley STATISTICS	1,215	508	1.2	1.2	50.2	2.4	2.3	1.8	2.3
Mission PSYCHOLOGY	1,495	498	.8	2.2	73.3	3.0	2.9	2.3	2.9
East PSYCHOLOGY	6,891	494	6.9	7.0	50.2	13.9	13.2	10.4	13.2
Pierce STATISTICS	786	491	.6	1.0	62.5	1.6	1.5	1.2	1.5
West PSYCHOLOGY	1,691	491	.2	3.2	94.2	3.4	3.2	2.6	3.2
Pierce PSYCHOLOGY	5,055	486	7.6	2.8	26.9	10.4	9.7	7.7	9.7
Southwest PSYCHOLOGY	753	471	1.0	.6	37.5	1.6	1.4	1.1	1.4
	30,985		32.5	26.8	45.2%	59.3	59.3	46.9	57.2

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FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area	WSCH		-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
	Fall 1996	WSCH /FTEF	Regular Contract	Hourly Rate	* Hourly	Total	Current Average	Recent High Avg	Raising <Avg
REAL ESTATE									
LACCD F86		697							
STATE F89		639							
LACCD F88		616							
West	474	395	0.0	1.2	100.0	1.2	1.6	.7	1.2
Mission	153	383	0.0	.4	100.0	.4	.5	.2	.4
Pierce	144	360	0.0	.4	100.0	.4	.5	.2	.4
East	603	335	1.8	0.0	0.0	1.8	2.1	.9	1.8
Trade-Tech	249	311	.2	.6	75.0	.8	.8	.4	.8
Valley	357	297	.6	.6	50.0	1.2	1.2	.5	1.2
LACCD F96		293							
Harbor	54	270	.2	0.0	0.0	.2	.2	.1	.2
Southwest	168	210	0.0	.8	100.0	.8	.6	.2	.6
City	498	208	2.0	.4	16.7	2.4	1.7	.7	1.7
	2,700		4.8	4.4	47.8%	9.2	9.2	3.9	8.3

SANITATION & PUBLIC HEALTH TECH

LACCD F93		738							
STATE F92		502							
Trade-Tech SOLID WASTE MAN	54	324	0.0	.2	100.0	.2	.2	.1	.2
Trade-Tech WASTEWATER TECH	90	270	0.0	.3	100.0	.3	.3	.1	.3
LACCD F96		261							
Trade-Tech SUPPLY WATER TECH	30	180	0.0	.2	100.0	.2	.1	.0	.1
	174		0.0	.7	100.0%	.7	.7	.2	.6

SOCIAL SCIENCES

Valley	AFRO-AMERICAN	591	806	.7	0.0	0.0	.7	1.1	.9	.7
Mission	CHICANO STUDIES	615	769	0.0	.8	100.0	.8	1.2	.9	.8
Trade-Tech	ANTHROPOLOGY	459	765	.4	.2	33.3	.6	.9	.7	.6
Valley	CHICANO STUDIES	1,548	721	1.0	1.1	53.4	2.1	3.0	2.3	2.1
Trade-Tech	GEOGRAPHY	285	713	.2	.2	50.0	.4	.5	.4	.4
Harbor	SOCIOLOGY	2,096	700	2.8	.2	6.4	3.0	4.0	3.1	3.0
Trade-Tech	SOCIOLOGY	822	685	1.0	.2	16.7	1.2	1.6	1.2	1.2
LACCD F92			668							
City	CHICANO STUDIES	990	658	1.1	.4	26.6	1.5	1.9	1.5	1.5
Trade-Tech	HISTORY	2,463	648	3.0	.8	21.1	3.8	4.7	3.7	3.8
STATE F92			634							
East	SOCIOLOGY	1,619	621	1.0	1.6	61.6	2.6	3.1	2.4	2.6
Valley	SOCIOLOGY	3,541	602	3.5	2.3	39.7	5.9	6.8	5.3	5.9
East	POLI SCIENCE	3,448	594	3.2	2.6	44.9	5.8	6.6	5.2	5.8
Mission	POLI SCIENCE	1,143	591	1.1	.8	41.4	1.9	2.2	1.7	1.9
East	CHICANO STUDIES	3,882	588	3.4	3.2	48.4	6.6	7.5	5.8	6.6
East	GEOGRAPHY	811	585	.6	.8	56.7	1.4	1.6	1.2	1.4
Harbor	ANTHROPOLOGY	342	570	.2	.4	66.7	.6	.7	.5	.6
Valley	ANTHROPOLOGY	1,561	570	1.4	1.4	50.3	2.7	3.0	2.3	2.7
City	ANTHROPOLOGY	1,023	568	1.2	.6	33.3	1.8	2.0	1.5	1.8
Trade-Tech	POLI SCIENCE	757	568	1.0	.3	25.0	1.3	1.5	1.1	1.3
West	ANTHROPOLOGY	792	566	1.0	.4	28.6	1.4	1.5	1.2	1.4
Valley	GEOGRAPHY	1,343	559	1.2	1.2	50.0	2.4	2.6	2.0	2.4

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area		WSCH Fall 1996	WSCH /FTEF	-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
				Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
SOCIAL SCIENCES cont.										
East	ANTHROPOLOGY	1,233	559	.8	1.4	63.8	2.2	2.4	1.8	2.2
West	ECONOMICS	1,332	555	1.0	1.4	58.3	2.4	2.6	2.0	2.4
East	HISTORY	3,597	544	3.8	2.8	42.5	6.6	6.9	5.4	6.6
Southwest	POLI SCIENCE	615	543	.9	.2	17.6	1.1	1.2	.9	1.1
Pierce	ECONOMICS	1,587	529	1.6	1.4	46.7	3.0	3.1	2.4	3.0
LACCD F96			519							
Pierce	HISTORY	3,918	516	5.4	2.2	28.9	7.6	7.5	5.9	7.5
Pierce	SOCIOLOGY	2,061	515	2.0	2.0	50.0	4.0	4.0	3.1	4.0
Valley	HISTORY	3,795	513	6.2	1.2	16.2	7.4	7.3	5.7	7.3
Valley	ECONOMICS	1,530	510	1.8	1.2	40.0	3.0	2.9	2.3	2.9
Mission	ECONOMICS	306	510	.2	.4	66.7	.6	.6	.5	.6
East	ECONOMICS	1,497	499	1.8	1.2	40.0	3.0	2.9	2.2	2.9
East	ASIAN-AMERICAN	363	495	.3	.4	54.5	.7	.7	.5	.7
Mission	ANTHROPOLOGY	297	495	0.0	.6	100.0	.6	.6	.4	.6
Pierce	POLI SCIENCE	2,670	495	3.2	2.2	40.7	5.4	5.1	4.0	5.1
City	SOCIOLOGY	984	492	1.0	1.0	50.0	2.0	1.9	1.5	1.9
Harbor	HISTORY	2,357	492	2.2	2.6	54.1	4.8	4.5	3.5	4.5
Pierce	ANTHROPOLOGY	2,671	489	3.0	2.5	45.1	5.5	5.1	4.0	5.1
West	SOCIOLOGY	774	484	1.0	.6	37.5	1.6	1.5	1.2	1.5
West	POLI SCIENCE	990	484	1.0	1.0	51.1	2.0	1.9	1.5	1.9
Southwest	GEOGRAPHY	96	480	0.0	.2	100.0	.2	.2	.1	.2
West	GEOGRAPHY	480	480	.4	.6	60.0	1.0	.9	.7	.9
Valley	POLI SCIENCE	1,806	475	3.2	.6	15.8	3.8	3.5	2.7	3.5
Valley	JEWISH STUDIES	201	461	.3	.1	27.5	.4	.4	.3	.4
City	HISTORY	1,641	456	1.4	2.2	61.1	3.6	3.2	2.5	3.2
Harbor	GEOGRAPHY	450	450	.6	.4	40.0	1.0	.9	.7	.9
City	GEOGRAPHY	981	437	1.0	1.2	55.4	2.2	1.9	1.5	1.9
City	ECONOMICS	957	435	2.0	.2	9.1	2.2	1.8	1.4	1.8
West	HISTORY	1,893	430	2.4	2.0	45.5	4.4	3.6	2.8	3.6
Mission	GEOGRAPHY	429	429	0.0	1.0	100.0	1.0	.8	.6	.8
City	POLI SCIENCE	1,452	427	2.8	.6	17.6	3.4	2.8	2.2	2.8
City	AFRO-AMERICAN	738	425	1.3	.4	23.1	1.7	1.4	1.1	1.4
East	AFRO-AMERICAN	84	420	0.0	.2	100.0	.2	.2	.1	.2
Southwest	HISTORY	921	419	1.4	.8	36.4	2.2	1.8	1.4	1.8
Pierce	GEOGRAPHY	1,639	412	1.9	2.1	52.5	4.0	3.2	2.5	3.2
Mission	SOCIOLOGY	603	377	1.4	.2	12.5	1.6	1.2	.9	1.2
Southwest	SOCIOLOGY	633	365	.9	.8	46.2	1.7	1.2	.9	1.2
Southwest	ANTHROPOLOGY	210	350	0.0	.6	100.0	.6	.4	.3	.4
Mission	HISTORY	483	345	1.0	.4	28.6	1.4	.9	.7	.9
Trade-Tech	ECONOMICS	324	324	.6	.4	40.0	1.0	.6	.5	.6
Southwest	ECONOMICS	258	323	0.0	.8	100.0	.8	.5	.4	.5
Harbor	ECONOMICS	338	282	1.0	.2	16.7	1.2	.7	.5	.7
Harbor	POLI SCIENCE	492	273	1.2	.6	33.3	1.8	.9	.7	.9
		79,817		91.2	62.5	40.7%	153.8	153.8	119.5	143.6

FALL 1996 COMPARATIVE STAFFING STUDY

LACCD, OFFICE OF INSTRUCTION AND STUDENT SERVICES

Program/Staffing Area		WSCH	WSCH	-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
		Fall 1996		Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
SPECIAL EDUCATION										
East	SPECIAL ED	236	885	0.0	.3	100.0	.3	.7	.6	.3
Pierce	AMERICAN SIGN	1,041	434	2.0	.4	16.7	2.4	3.0	2.7	2.4
	LACCD F87		433							
	STATE F88		414							
	LACCD F90		390							
Trade-Tech	AMERICAN SIGN	292	365	0.0	.8	100.0	.8	.9	.7	.8
	LACCD F96		342							
Southwest	AMERICAN SIGN	168	315	.5	0.0	0.0	.5	.5	.4	.5
Pierce	SPECIAL ED	432	259	1.7	0.0	0.0	1.7	1.3	1.1	1.3
East	AMERICAN SIGN	52	195	0.0	.3	100.0	.3	.2	.1	.2
Trade-Tech	SPECIAL ED	60	150	0.0	.4	100.0	.4	.2	.2	.2
City	SPECIAL ED	21	53	0.0	.4	100.0	.4	.1	.1	.1
		2,302		4.2	2.5	37.6%	6.7	6.7	5.9	5.6
SPEECH										
	LACCD F92		547							
Trade-Tech		1,299	541	.4	2.0	83.3	2.4	3.0	2.4	2.4
West		1,718	529	2.0	1.2	38.4	3.2	3.9	3.1	3.2
Valley		7,042	485	7.9	6.6	45.4	14.5	16.2	12.9	14.5
Southwest		747	467	.6	1.0	62.5	1.6	1.7	1.4	1.6
	STATE F91		464							
	LACCD F96		435							
Harbor		1,683	421	2.0	2.0	50.0	4.0	3.9	3.1	3.9
Pierce		2,178	419	2.8	2.4	46.2	5.2	5.0	4.0	5.0
East		2,549	411	2.0	4.2	67.7	6.2	5.9	4.7	5.9
Mission		903	410	2.0	.2	9.1	2.2	2.1	1.7	2.1
City		2,842	323	4.8	4.0	45.5	8.8	6.5	5.2	6.5
		20,961		24.5	23.6	49.1%	48.2	48.2	38.3	45.1
THEATER ARTS *										
Harbor		1,603	573	2.0	.8	28.6	2.8	4.7	4.2	2.8
Trade-Tech		306	510	.4	.2	33.3	.6	.9	.8	.6
	STATE F91		480							
West		264	440	0.0	.6	100.0	.6	.8	.7	.6
Pierce		1,180	418	2.8	0.0	0.0	2.8	3.4	3.1	2.8
Valley		1,291	398	2.6	.6	18.5	3.2	3.8	3.4	3.2
	LACCD F88		383							
	LACCD F96		344							
East		1,368	331	1.4	2.7	66.1	4.1	4.0	3.6	4.0
Southwest		327	327	1.0	0.0	0.0	1.0	1.0	.9	1.0
City		2,596	240	6.5	4.3	39.5	10.8	7.6	6.8	7.6
		8,935		16.8	9.2	35.4%	26.0	26.0	23.3	22.6

Program/Staffing Area		WSCH Fall 1996	WSCH /FTEF	-FTEF(Faculty FTE), Fall 1996-				-----FTEF Required at-----		
				Regular Contract	Hourly Rate	% Hourly	Total	Current Average	Recent High Avg	Raising <Avg
TRANSPORTATION										
LACCD F84			719							
LACCD F92			482							
STATE F91			476							
Pierce	INTERNATIONAL	189	473	.2	.2	50.0	.4	.6	.4	.4
City	TRANSPORTATION	469	414	.6	.5	47.1	1.1	1.4	1.0	1.1
LACCD F96			334							
West	TRAVEL	1,665	321	3.1	2.1	40.9	5.2	5.0	3.5	5.0
Valley	INTERNATIONAL	114	285	.4	0.0	0.0	.4	.3	.2	.3
East	INTERNATIONAL	147	245	0.0	.6	100.0	.6	.4	.3	.4
		2,584		4.3	3.5	44.8%	7.7	7.7	5.4	7.3

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APPENDIX A: CONSOLIDATION OF DISCIPLINES INTO PROGRAM/STAFFING AREAS

Many individual disciplines have been combined into groupings referred to here as Program/Staffing Areas, in order to make the presentation less awkward and to produce averages across larger instructional aggregates. These consolidations are of three types.

The first folds generally small programs into their apparent "parent" discipline such as Linguistics "disappearing" into Anthropology or Office Machines into Office Administration.

A second consolidation groups closely related fields at what is sometimes referred to as the four digit TOP (Taxonomy of Programs) Code or Major TOP Code level. Two examples are: bringing together all of the Biological Sciences, and combining a number of the Business fields, but excluding Accounting, International Business and Real Estate. In these first two instances, all references to the sub fields disappear in the tables which make up the body of this report.

The third type of consolidation involves grouping closely related subjects together for comparison, but continuing to show the individual TOP Code detail. Electronics, Computer Technology and some related fields are one example of this approach. Foreign Languages are another. The first two sets are listed in a Table of Consolidations below. The third set are obvious in the body of the report.

Decisions about grouping into Program/Staffing Areas are made based on several criteria. Though these groupings tend to follow the TOP Code categorization, that classification scheme is not the primary consideration. Instead, actual staffing patterns, particularly the extent to which the same instructors are found to overlap two or more subject areas, and the similarity of teaching methodologies, are the major factors reviewed. In the Business example, cited above, Business, Finance, Management, Marketing and Supervision were found to be taught by the same core of instructors. Faculty for Accounting, International Business and Real Estate, however, were largely separate from each other and from the other Business disciplines.

Where a substantial (generally 25%) overlap of faculty does not occur in apparently closely related fields, the identify of the individual disciplines is maintained. Such areas are, however, subjected to additional analysis. Small programs, both in terms of the number of colleges that offered a given subject and the total WSCH generated, are particular candidates for further consolidation so as to provide District and state averages from a broader base of offerings.

Where similarity of teaching methods, and thus potential class size, can be assumed, a Program/Staffing Area canso be created. A number of TOP Codes are brought together in this way, in addition to Foreign Languages and Electronics noted above. The largest such grouping is the Social Sciences, where the similarities suggest that the same WSCH/FTE standards should be applied across the whole set of disciplines.

The particular Program/Staffing Areas listed in the following report reflect judgments based on the above criteria and the uses to which this study might be put. Broader aggregations provide more robust data, and avoid the imposition of artificially high standards in discipline areas where all colleges are performing at a high rate. The larger groupings can also point to programs with low WSCH/FTE ratios

that would be less visible if left more isolated. On the other hand, significant distinctions may be hidden in the broader categories. Suggestions for additional groupings or for the reduction of consolidations are welcomed.

Consolidated Areas

Architecture Technology combined with Architecture

Astronomy and Physical Science combined with Physics

All Biology fields (Anatomy, Microbiology and Physiology) combined with general Biology

Drafting combined with Engineering and all Engineering fields (Civil, Electrical and Mechanical combined with General Engineering)

Education combined with Developmental Communications

Finance, Management, Marketing and Supervision combined with general Business

Linguistics combined with Anthropology

Meteorology combined with Geography

Office Machines combined with Office Administration

Program for Accelerated College Education (PACE) classes grouped into a unified area

Public Relations combined with Journalism

Recreation combined with Physical Education

DSS GLOSSARY

Faculty Full-Time Equivalents (FTEF) The number of instructional hours expressed in terms of the number of full-time instructors required to provide this amount of instruction. This is calculated by dividing the number of instructional hours in each discipline by the weekly faculty Load for that discipline as specified in the faculty contract.

Hourly Rate Instructors employed on a course by course, as needed, basis. Assignments for these instructors are made with regard to seniority, but none have any guarantee of employment beyond their current course assignments. Many regular contract instructors teach additional courses on this basis, and that portion of their teaching time is counted here as hourly rate. These figures are not those used for the AB 1725 calculation of proportion of instruction conducted by part-time instructors, where only those who teach exclusively on an hourly-rate basis are counted.

Two problems in depicting hourly-rate FTEF exist. "Overbase" hourly-rate assignments for regular contract instructors, which occur in those programs in which instructor load is greater than 18 hours per week but the instructor is given additional compensation at hourly rate for those hours above 18, are not counted as part of the hourly-rate figures in the program/staffing area listings. Since such overbase assignments are an automatic addition to a regular contract position, they are not discretionary in the same way as normal hourly-rate assignments. To include them at the detail level would in some cases significantly overstate the degree of flexibility in the staffing level of the affected discipline. In terms of costs, however, overbase assignments are the same as other hourly rate. They are thus included in the total faculty FTE column in the detail listings. They are also included in the college totals shown in the first section of this study, both in the hourly-rate column and in the total FTEF. This produces a discrepancy in the affected disciplines, however, where the regular and hourly FTEF columns will sum to less than the total FTEF indicated.

Secondly, though all hourly instructors are paid from the same schedule, in effect giving all the same teaching load, hourly FTEF figures reported here have been calculated using the load factor of each individual discipline. This misstates the true FTEF and consequent cost somewhat, understating it for disciplines with an 18 hour teaching load and overstating it for those with a 12 hour load, but it more accurately preserves the correct ratio of instruction within each discipline that is performed by hourly-rate faculty.

Project for Accelerated College Education (PACE) A thematic interdisciplinary program combining classroom work and instructional television to provide an intensive program that meets general education and lower division requirements for transfer. PACE classes are geared to older, working students and are most frequently offered in off-campus centers in the evenings and on Saturdays, and are administered as a group outside of the regular department/division structure.

Regular Contract Faculty Instructors with contracts that typically specify full-time service as opposed to course by course assignments. Such instructors may, however, have time released from their full teaching assignment to cover administrative and support responsibilities. Only that portion of their assignments devoted to teaching is counted in these reports. Long-term substitutes are included here as regular faculty, since their contracts are guaranteed full-time, or some portion thereof, rather than on an as needed basis. In addition, such substitutes are usually employed to "back fill" a position which has been temporarily vacated by a regular faculty member.

Taxonomy of Programs Code (TOP Code) An instructional subject classification system used in California for state program approval and reporting. It is used here as synonymous with "discipline".

Weekly Student Contact Hours (WSCH) The sum of the hours of class attendance by all students for one week. As used in the DSS, WSCH is a measure of enrollment applied to all classes regardless of specific enrollment accounting method. For those classes which extend over a full semester, those that use a WSCH Accounting Method, this number is the first census enrollment times the number of hours per week the class meets. For those classes that report on a positive attendance or Daily Student Contact Hour (DSCH) basis, this figure is the total hours of attendance reported at the end of the semester divided by the number of weeks of instruction in the semester (17.5). The figures reported here are thus a direct parallel to those reported to the state for revenue apportionment, but are expressed in terms of WSCH rather than Full-Time Equivalent Students (FTES). College totals will vary somewhat from the official first census canvass made each semester. That tally must estimate WSCH values for positive attendance and DSCH classes by multiplying the first census enrollment by the nominal hours per week rather than using actual attendance, which is available only after the semester has been completed. Finally, all WSCH figures reported here should be regarded as preliminary or "old count". A re-evaluation of procedures which will more accurately identify students who were actually attending a given class on census day is currently taking place. It is anticipated that this recount will produce higher WSCH figures. The figures shown here, however, are consistent with previous years.

WSCH per FTEF (WSCH/FTEF) The ratio of WSCH to Faculty FTE, or the number of student contact hours generated per faculty member per week.